



Module: Managing People

Module Code: LCBB5004

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Individual Presentation

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# How does technology help in training and development?

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- **Accessibility:** Learn anytime, anywhere (Armstrong, M., 2020)
- **Engagement:** Interactive and fun learning experiences
- **Personalisation:** Tailored learning paths based on data

# How do employees benefit from tech-based training?

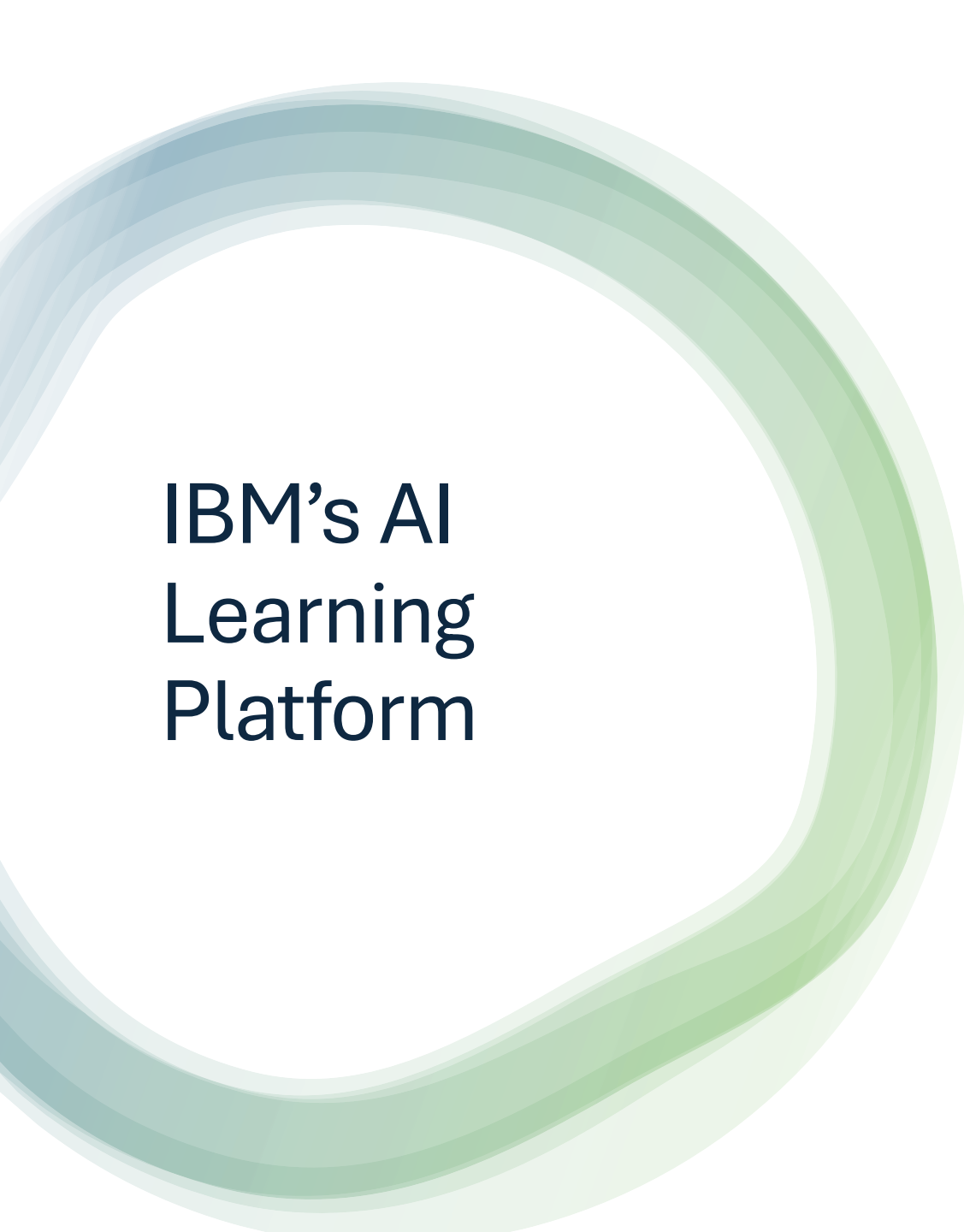
- Enhanced learning experiences
- Flexibility and convenience (Armstrong, M., 2020)
- Improved skill development

(Ali, J. (2018). )  
(Batti, K. (2021). )



# Google's Online Courses

- **Program:** Google Skillshop
- **Benefit:** Employees access courses on digital marketing and analytics anytime
- **Impact:** Improved job performance and career growth

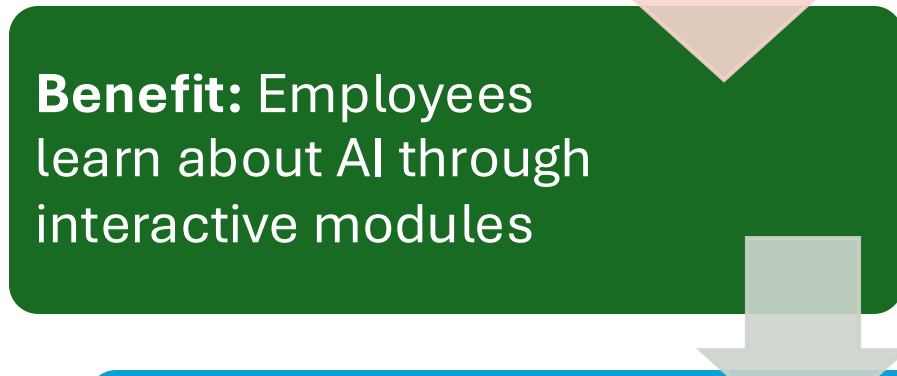


# IBM's AI Learning Platform

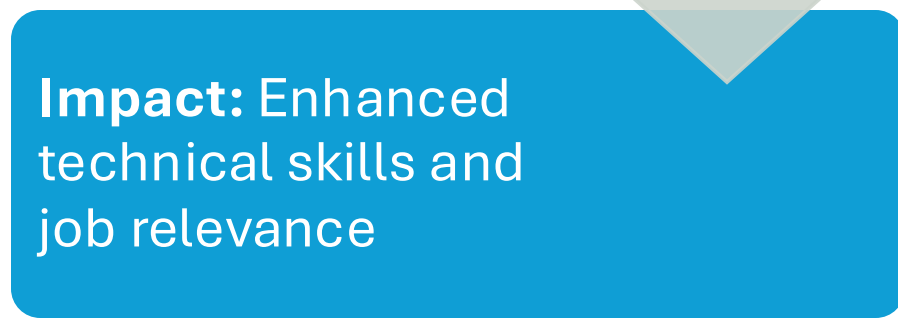
**Program:** IBM's AI  
Skills Academy



**Benefit:** Employees  
learn about AI through  
interactive modules



**Impact:** Enhanced  
technical skills and  
job relevance





# Amazon's Training Programs

**Program:** Amazon's Career Choice

**Benefit:** Employees can take courses in various fields with tuition assistance

**Impact:** Career advancement and personal development

# Starbucks' Online University

- **Program:** Starbucks Global Academy
- **Benefit:** Employees access courses on leadership and management online
- **Impact:** Better leadership skills and job satisfaction



(Starbucks, 2020)

# How Employers Benefit from tech-based training programmes?

- Increased productivity
- Better employee retention
- Better innovation and competitiveness
- (Armstrong, M., 2020.)

(Hyder, S. (2021))

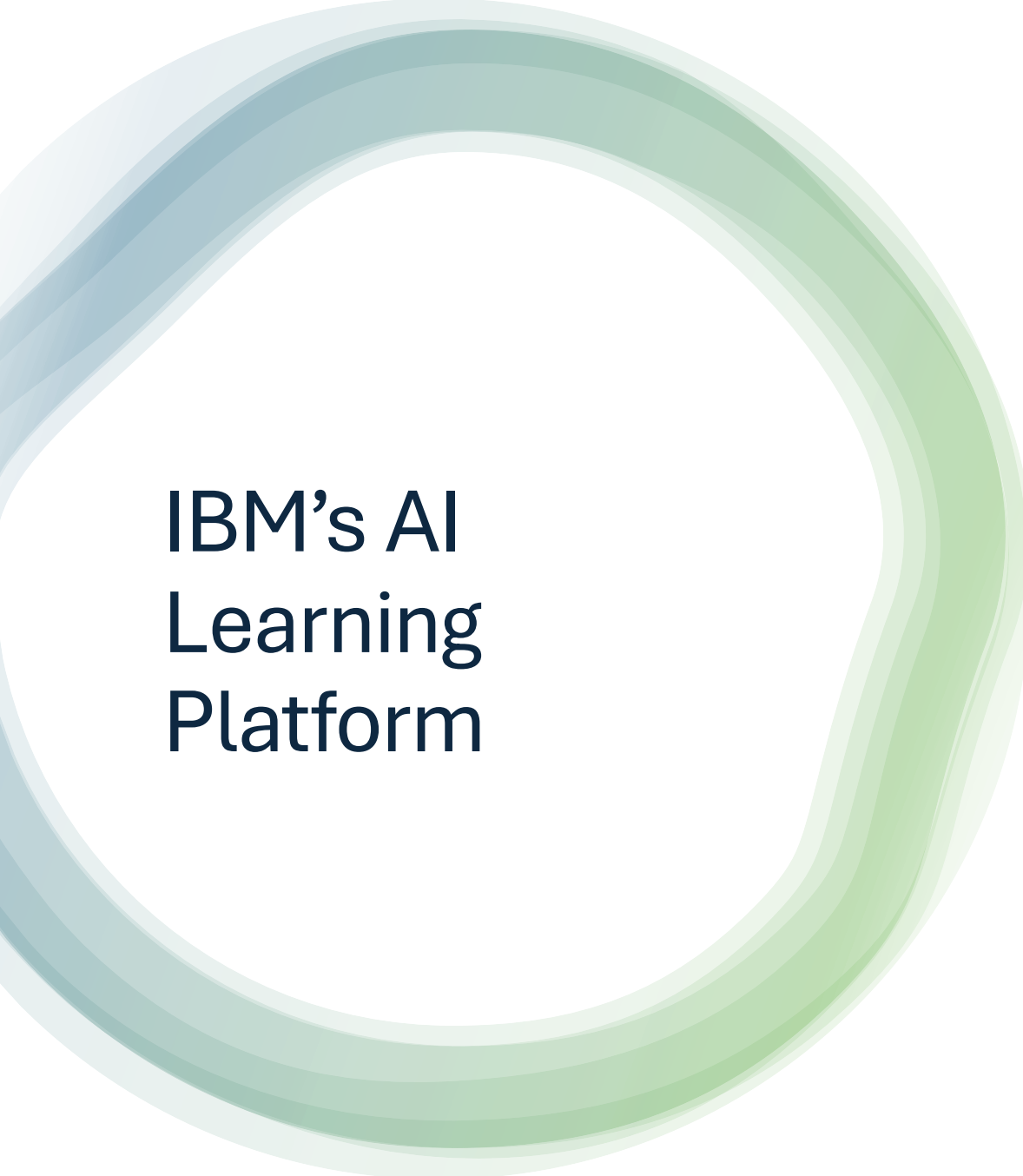




## Google's Online Courses

**Benefit:** Improved employee skills lead to higher productivity

**Impact:** Google stays competitive and innovative



# IBM's AI Learning Platform

**Benefit:** Employees with advanced AI skills drive technological innovation

**Impact:** IBM remains a leader in AI development

([ibm.com](https://www.ibm.com). (2023). )



## Amazon's Training Programs

**Benefit:** Employees  
develop new skills,  
reducing turnover

**Impact:** Lower  
recruitment costs  
and higher employee  
satisfaction

(Amazon (2021). )

A large, stylized circular graphic on the left side of the slide. It consists of several concentric, overlapping rings in shades of light blue and light green, creating a sense of depth and movement. The text "Starbucks' Online University" is centered within the white space of the circle.

# Starbucks' Online University

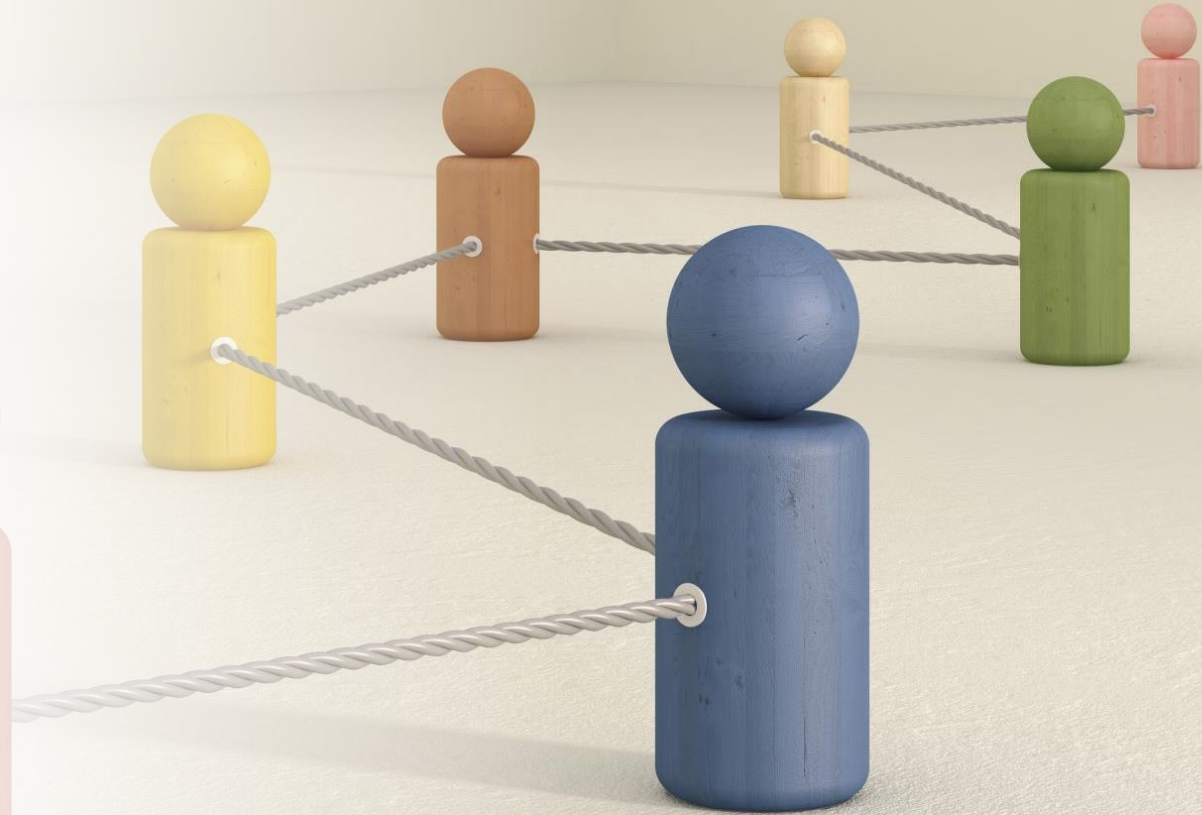
**Benefit:** Better-trained managers improve store operations

**Impact:** Increased customer satisfaction and business growth

(Starbucks, 2020)

# Conclusion

- Technology makes training accessible and engaging
- Employees gain flexibility, skills and career growth
- Employers see increased productivity, retention and innovation



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